

**President and Provost's Council on Women
2013 – 2014**

**Legal Issues Task Force
Executive Summary--Draft**

Our initial charge from the President and Provost was to examine “key legal and policy considerations governing targeted searches and diversity considerations; and to research the role of the Title IX director and how this role could be better utilized to promote opportunities for women across the University.” The task force found it difficult to access information related to targeted searches. Primarily, since many units hold responsibility for this area, the Task Force found it difficult to identify the range of stakeholders as well as gain access to their knowledge bases. During the course of this work, OSUHR experienced significant staff turnover which contributed to stalled information requests.

After much conversation and much reorganization, we recommended the following updated charge:

- (1) Inform and influence process and policy changes related to searches and diversity considerations; and
- (2) Create accountability for improving these processes and policies by determining and sharing institution wide measurement and data comparisons regarding recruitment pools and eventual hires.

A longer report is attached that describes meetings with others who informed the work of this group.

Legal Issues Task Force

2012-2013 Charge from President and Provost

Key legal and policy considerations governing targeted searches and diversity considerations; and to research the role of the Title IX director and how this role could be better utilized to promote opportunities for women across the University

Actions

- PPCW met with Gates Garrity-Rokous, Chief Compliance Officer
- Task force met with Andrea Goldblum, Title IX and Clery Act Coordinator
- Formulated questions to pose to OSU HR and legal affair staff. It was difficult to generate discussion on our questions due in part to staffing transitions over time
- The Task Force conducted phone calls with OSUHR and Legal Affairs staff members.

Learning Outcomes

- OSUHR and/or Legal Affairs requested taking the lead on any initiative related to Targeted Diversity Hires/Searches and we suggested that the PPCW remain in consultation.
- Hazel Morrow-Jones was charged by Susan Williams to work with a small group including Brad Harris, Valerie Lee, Mary Menkedick Ionno, and Kim Shumate, to design a targeted diversity hire policy.
- A question/consideration was raised that diversity hiring needs may vary by degree granting area. For example, in Nursing, there may be a need for more males and Engineering more women.

Goals for 2013-2014

- 1) Meet with the Compliance Area staff to see if and how the Title IX Director might support new opportunities for women faculty and staff across the university.
- 2) Stay in touch with Hazel Morrow-Jones and Mary Juhas to get updates on their related committee work and provide materials and counsel as needed.
- 3) Contact Anne Nagy in Human Resources, Susan Williams in OAA, and Valerie Lee in Diversity and Inclusion and meet to discuss how the PPCW can better support their work related to **key legal and policy considerations governing targeted searches and diversity considerations** (what could they use from us to make faster progress) and provide materials and counsel as needed.
 - a. Provide questions drafted by the PPCW to learn more about their work
 - b. Explore who holds responsibility for this work and what resources already exist to help guide the work
 - c. Offer any assistance with best practices, sample strategies, etc.
 - d. Learn more about the difference between faculty and staff searches and selection processes

Actions

- We conducted a phone meeting with Gates Garrity-Rokous, Chief Compliance Officer regarding the vacant Title IV Coordinator position since it was an open

position. We explored whether this position could expand to include attention to faculty and staff. In this meeting we learned that despite Garrity-Rokous' support of the work, the Department of Education has called for this position to address inter-student conduct and these functions consume the work of the position (Clery and Title IX compliance for students). We extended an offer to Garrity-Rokous to attend a future PPCW meeting.

- Met with Vice Provost Dr. Valerie Lee and Special Assistant to the Vice Provost Dr. Tayo Clyburn. They articulated the challenges of infusing diversity goals into the university's work in the absence of a university wide diversity plan with metrics for accessing progress. We discussed mechanisms for assuring diversity is woven into the mission of every unit. We discussed ways of tying the diversity action plan and the strategic plan more closely together, in order to reward success in promoting diversity in their unit's work and hiring. We agreed to support the work of ODI and maintain good communication between the PPCW and ODI.
- The Task Force learned that the College of Medicine has now adopted standards such that all search committees represent the faculty which is comprised of 40% women currently. This means that nearly half of every search committee will be women. The policy also includes that one of the final 3 candidates for any leadership position must be a woman. If no woman is in the pool, the search committee has to justify why before we close the search and accept their recommendations.

Future Work Needed

Overall, this Task Force suggest that the PPCW and Women's Place be considered a resource toward developing processes and policies that can result in greater attention to diversity in hiring. As well, we strongly support creating accountability metrics to improve these processes and policies. We surmise that a first step is to determine and share institution wide measurement and data comparisons regarding recruitment pools and eventual hires.

The Task Force suggests the following work for the PPCW to address the issues we discovered over the course of our work.

- 1) Provide materials and counsel (as needed) for Hazel Morrow-Jones and Mary Juhas to support their targeted diversity hire policy work
- 2) Provide written support to ODI and Vice Provost Valerie Lee to create greater synergy between the diversity values and each unit's strategic plan in order to reward success in promoting diversity in their unit's work and hiring. We surmise that this would create a system of reward and recognition based on expectations added to the strategic plan, as proposed by ODI.
- 3) Support units and committees across campus as they begin to develop best practices and train the trainer modules (ex., WISELI) in recruitment and retaining staff and faculty.

- 4) Offer institutional measures for recruitment and selection that helps create accountability among hiring units across campus.
- 5) Formalize our relationships with OHR and OAA (primary “intake” units) to identify, document, and share best practices, including:
 - a) Provide review of candidates for senior positions, by including the PPWC chair, TWP director, or Associate Vice President for Gender Initiatives in STEMM on high level searches;
 - b) Draft a statement of principle or intent regarding our desire to seek greater opportunities for women (that would be shared with hiring unit heads; could also be co-signed with ODI, USAC and others on broader diversity); and
 - c) Review aggregate data on yearly basis to see where progress was made (and where it wasn't).